

From: PSSIAlliance

To: PSIA-AASI Western Board of Directors; The Suspended Members of PSIA-AASI Western Region

CC: CEO, PSIA-AASI Western Region; CEO, PSIA-AASI National

Date: Saturday, April 18, 2026

Subject: Member Questions for the April 23 Special Meeting — Formal Delivery

Member Questions for the Special Meeting

To the Board of Directors, and to the Suspended Members:

Attached herewith, and published at pssialliance.us/questions, is a structured compilation of questions submitted by members of PSIA-AASI Western Region. This correspondence formally delivers those questions to both parties, in advance of the April 21 Special Member Meeting proposed by the Board (not a Special Meeting as defined in Bylaws §7.2) and the §7.2 Special Meeting convened by the members for April 23.

The questions are grouped as follows:

Questions for PSIA-W Leadership, under four headings:

- The procedure of the provisional suspension
- The rights of the suspended members
- Conflict of interest
- The cost to the organization

Questions for the Suspended Members, under four headings:

- The experience of the process
- The substance of the allegations
- Conflict of interest
- The path forward

We have taken care to word these questions so they can be answered without breaching any legitimate confidentiality obligation. All of them concern the conduct of officers in their official capacity, the process followed, or the interests of the membership — matters on which the membership has a right to be informed.

These are not all of the questions. We have done our best to consolidate, deduplicate, and surface those most directly relevant to the matter before us — the 2026 election and the disciplinary actions that shaped its outcome. Many more submissions have arrived than a structured list can accommodate, and many take the form of comments, suggestions, and expressions of feeling that do not reduce neatly to a single question. We encourage both parties to read the unfiltered submissions on the site. They are the clearest available picture of how a meaningful part of this membership is experiencing this moment, and of the effort members have made to be heard — an effort that required us to open an anonymous channel, consistent with the concerns documented in our April 3 Open Letter. Dismissing that record, or answering it narrowly, would be a missed opportunity for everyone.

We request that each party **reply directly to this email with written responses to the questions addressed to them, no later than 3:00 PM Pacific on Tuesday, April 21** — before the Board's Special Member Meeting later that day — so that the session is not consumed by first-time clarifications, and members may instead use it to probe whatever remains unclear. Responses will be published at pssialliance.us as received, in full and without editing.

A new Organizing Committee is taking over the meeting

In the notice issued by the Petition Committee on April 13, we called on the membership to volunteer in organizing the §7.2 Special Meeting. A number have stepped forward on their own initiative, independently of the Petition Committee, and now constitute a new **Organizing Committee** of voting members of PSIA-AASI Western Region. The Organizing Committee is responsible for the operational conduct of the **Special Meeting called by the membership for Thursday, April 23**, at which members will exercise their right to vote under §7.2 of the Bylaws — distinct from the April 21 Special Member Meeting proposed by the Board.

The Committee's mandate is narrow, and its sole objective is to guarantee the membership's right to meet and vote in compliance with the highest procedural standards, capable of withstanding any future scrutiny:

- Engaging an independent, credentialed **parliamentarian** to help chair the proceeding and rule on procedure;
- Procuring the **technical platform** required for credentialed virtual attendance, verified roll-call, and auditable electronic voting;
- Coordinating with the Board, should it choose to engage, on any logistics that affect the integrity of the proceeding;
- **Communicating the results** of the meeting formally to the Board upon adjournment, and **pursuing** — through every appropriate channel — that any resolutions adopted by the membership are honored and implemented.

Together, the two committees act under the name **PSSIAlliance**, the banner under which this correspondence is sent. The Petition Committee organized the petition, convened the §7.2 Special Meeting, and handles all communication with the Board and the membership on matters of position and advocacy — including this correspondence. The Organizing Committee’s role is limited to the operational conduct of the meeting itself: its notice, conduct, record, and vote, and the formal transmission of the meeting’s results. The two coordinate, but they operate under separate mandates.

We welcome cooperation from the Board on this, and we remain available to coordinate on any measure that advances a compliant §7.2 Special Meeting.

Sincerely,

PSSIAlliance

PS. The submission form at pssialliance.us/questions will remain open through the meeting. New questions, and any responses received from either party, will be published as they arrive.

ATTACHMENT — COMPILATION OF MEMBER QUESTIONS

Submitted anonymously by members of PSIA-AASI Western Region via pssialliance.us/questions. Compiled April 18, 2026.

Questions for PSIA-W Leadership

Note to Leadership

We are aware that you have a responsibility to protect members' privacy and that you will not — and should not — disclose any information relating to this investigation that may jeopardize that responsibility. Nevertheless, that protection cannot be extended to shield the actions of Board members and the CEO in their official capacity in relation to this matter. All of the following questions have been carefully worded to avoid any reference to non-official members' private information, and we expect leadership to have no difficulty answering them in the interest of the transparency and integrity that the membership deserves.

1. On the Procedure of the Provisional Suspension

1a. The Bylaws require the Board of Directors to have no fewer than seven members. Any decision taken by a Board with fewer than seven members may be void or voidable.

L01.- **On what date did the Board convene to decide on the provisional suspension of the candidates? At the time of that decision, who were the active Board members — duly elected, in good standing, and with the right to vote? Was the total number seven or more?**

L02.- **If it was fewer than seven, what was the legal basis for proceeding with a decision that may not withstand scrutiny?**

L03.- **How many active Board members does the Board currently have? Was Ted Sheldon appointed as a voting member of the Board under Bylaws §9.7 (Filling Vacancies)? If so, on what date, and how many active Board members did the Board have at the time of that appointment?**

L04.- **Why are the minutes of Board Meetings from 2026 not available to the membership?**

1b. The suspended members received their suspension notification one day before the official election results were announced. In that Notice of Disciplinary Procedure, the CEO wrote that she would not tolerate, among other things, them “publicly soliciting and/or campaigning members to support your cause.”

L05.- **What specific regulation or authority is the CEO relying on to restrict the right of a member to defend themselves publicly against allegations that have already caused professional and reputational harm — particularly when the organization itself made the suspension publicly known through its election announcement?**

1c. The Board has invoked the provisional suspension clause in the PNP:

“To protect the complainant, other members, and the integrity of the Executive's investigation, the Executive may temporarily suspend the membership of an accused member until completion of the Executive's investigation or exhaustion of any appeal period.”

L06.- **Can you explain specifically why the provisional suspension protects “the complainant, other members, and the integrity of the Executive's investigation” in a way that normal due process would not?**

L07.- **If the risk is that suspended members could influence the investigation from Board seats — why not postpone the seating of all new directors until the process concludes? Why was suspension chosen over postponement?**

L08.- **The Board has stated that suspended members must be kept off the Board to protect the integrity of the investigation. The members who now hold seats *exclusively because of those suspensions* will sit on the Board that oversees — and ultimately decides — the outcome of that same investigation. On what basis did the Board conclude that the integrity risk runs in only one direction?**

1d. The organization is required to vet candidates for eligibility before they are allowed to stand for election.

L09.- **Who conducted the eligibility vetting of the candidates for the 2026 election, and on what date were they confirmed eligible?**

L10.- **Were the matters referenced in the disciplinary notices known to any Board member or the CEO at the time the candidates were confirmed eligible to stand for election?**

L11.- **If they were known — why were the candidates cleared to run, allowing 524 members to cast votes for candidates the organization already had grounds to disqualify?**

2. On the Rights of the Suspended Members

2a. The suspended members were public figures — candidates in an election. The suspension carries real impact on their personal and professional lives, including direct economic harm.

L12.- What documentation exists of the Board's analysis of the professional, economic, and reputational harm the suspension would cause — and was that analysis conducted before or after the vote to suspend?

3. On Conflict of Interest

3a. There are two apparent conflicts of interest in this process that the membership has the right to understand:

(i) One of the current Board members, Neil Bussiere, ran for reelection and lost to the suspended candidates, but will retain his seat only if the suspensions remain in effect.

(ii) The suspended candidates campaigned on a platform of change and would likely have voted against renewing the CEO's contract.

These are matters of organizational governance, not personal privacy. No Board member or officer can invoke privacy rights to shield their official conduct from membership scrutiny. With that established:

L13.- Was the CEO or Neil Bussiere the originating source of any of the complaints against the suspended members?

L14.- Did the CEO or Neil Bussiere participate in, or were in a position to influence, the investigation in any way?

L15.- Did the CEO or Neil Bussiere participate in any Board discussions leading to the vote on the provisional suspension?

L16.- Did the CEO or Neil Bussiere declare a conflict of interest to the Board?

L17.- Did Neil Bussiere vote on that decision?

L18.- What measures, if any, did the Board take to ensure that these apparent conflicts of interest were properly addressed?

L19.- Neil Bussiere, if you are seated on the Board before the investigation is finalized, will you declare your conflict of interest, commit to the appointment of an independent reviewer, and resign your seat if the reviewer determines that the claims against the suspended members were not substantiated and did not warrant the suspension?

L20.- Can the Board assure the membership that the CEO's contract will not be renewed, extended, or otherwise acted upon until this process — including any appeals — is fully concluded and the duly elected Board is seated?

4. On the Cost to the Organization

4a. The handling of this post-election process is already consuming significant organizational resources and imposing costs on individual members. A straightforward alternative exists: postpone the seating of the new Board until the investigation concludes through a fully guaranteed due process, free of conflicts of interest, conducted by an independent third-party reviewer. This path avoids the financial and legal exposure the organization now faces.

Under California Corporations Code §5231, each director has a fiduciary duty of care — including the duty to avoid decisions that expose the organization to foreseeable and avoidable risk. Under §5231(c), directors who fail this standard may be held personally liable.

L21.- Before proceeding with the provisional suspensions and the contested seating, did the Board analyze the financial and legal exposure these decisions create for the organization?

L22.- Considering that suspension directly impacts the professional remuneration of the suspended members, did the Board assess the organization's exposure to labor and employment claims — before it was even established that there were grounds for disciplinary action?

L23.- Considering that there have been at least eight disciplinary actions that we are aware of — how much has the organization spent on legal fees related to disciplinary proceedings since 01/01/25, and what percentage of the organization's total annual operating budget does this represent?

Questions for the Suspended Members

Note to the Suspended Members

We understand that you have been instructed not to communicate publicly about this matter. We also understand the difficult position this puts you in — unable to respond to what has been said about you, while the decisions that affect your standing and reputation proceed without your voice. We are also aware that you have sought legal counsel to defend your rights, and we respect that there may be matters your attorneys advise you not to address publicly at this time.

This section exists to give you a voice. The membership has a right to be informed, and you have a right to be heard. We invite you — or your legal counsel on your behalf — to answer as many of these questions as you are able to, for the sake of the transparency and integrity that this organization deserves. Your responses will be published here in full, without editing.

1. On Your Experience of the Process

- S01.- **When did you first learn that a disciplinary proceeding had been initiated against you?**
- S02.- **Were you given any opportunity to respond to the allegations before the provisional suspension was imposed?**
- S03.- **The Notice of Disciplinary Procedure prohibits you from publicly soliciting or campaigning members to support your cause. Has this restriction prevented you from correcting any statements made about you by the Board or CEO that you believe to be inaccurate?**
- S04.- **Are you willing to authorize the release of the Notice of Disciplinary Procedure you received, in full or in redacted form, so that the membership may evaluate the process for itself?**

2. On the Substance

- S05.- **Without disclosing any information that you believe is protected by privacy obligations, can you describe in general terms the nature of the allegations against you?**
- S06.- **Do you believe the allegations, as presented to you, warranted the use of a provisional suspension — a measure intended to protect the complainant, other members, and the integrity of the investigation — rather than the standard disciplinary process?**
- S07.- **Were you vetted for eligibility before the election, as required? If so, who conducted that vetting, and on what date were they confirmed eligible to stand for election?**

S08.- **To the best of your knowledge, were the matters referenced in the disciplinary notice known to any Board member or the CEO at the time the candidates were confirmed eligible?**

3. On Conflict of Interest

S09.- **To your knowledge, did any individual involved in initiating, investigating, or deciding your suspension also hold a position that would be directly affected by the election outcome?**

4. On the Path Forward

S10.- **If you are seated on the Board before the investigation is finalized, will you declare your conflict of interest, commit to the appointment of an independent reviewer, and resign your seat if the reviewer determines that the claims against you were substantiated and warranted the suspension?**

S11.- **Is there anything you would like to say to the membership that you have not been able to say until now?**